



Cooper Medical School of Rowan University

POLICIES AND PROCEDURES

SECTION: Administration

SUBJECT: Diversity Statement and Policy

INITIATED BY: Office of Diversity and Community Affairs

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MISSION STATEMENT

Cooper Medical School of Rowan University is committed to providing humanistic education in the art and science of medicine within a scientific and scholarly community in which excellence in patient care, inclusivity, innovative teaching, scholarly activity, and service to our community are valued.

DIVERSITY STATEMENT

Cooper Medical School of Rowan University (CMSRU) is committed to providing an academic and work environment that respects the contributions, talent, and diverse experiences of all of our students, faculty, and staff. Our core values include a commitment to diversity, equity, and inclusion; patient advocacy; and the care of the underserved. We embrace the philosophy that excellence in medical education, research, and clinical practice is best achieved through promoting diversity and maintaining an academic and work environment free of discrimination. We pledge to build and sustain a learning community where diversity is celebrated, and to foster access to medical education to learners from all segments of society. We consider inclusivity to be a responsibility of everyone in our learning environment.

It is the goal of CMSRU to increase the number of students from those groups underrepresented in medicine (URM) (specifically Black/African American and Hispanic/ Latinx/Latino/Latina) and students who are disadvantaged based on their financial or educational background as defined by the EO1 and EO2 designations of the Association of American Medical Colleges' (AAMC) Socioeconomic Status (SES) classification. In addition, CMSRU is committed to increasing the number of URM faculty as well as women faculty in positions of leadership and in the higher

academic ranks. It is also our goal to create an academic environment that is welcoming and respectful of diversity of all.

DIVERSITY POLICY

PURPOSE: Diversity is essential to fulfilling the CMSRU mission of improving the health of our community and in achieving our vision of being a leader in medical education, research, and clinical practice with an emphasis on healthcare for underserved populations. CMSRU is committed to recruiting students, staff and faculty from diverse backgrounds with experiences that best match our mission to serve the needs of our community. Furthermore, CMSRU is invested in providing a learning environment that is enhanced by the exchange of varied viewpoints that increase awareness of health care disparities and increase interest in service and civic responsibility.

POLICY: CMSRU provides opportunities for learners from disadvantaged backgrounds and those who are underrepresented in medicine to gain information about health careers and programming to advance their knowledge/skillset to pursue those professions; these educational programs are inclusive in nature and extend beyond CMSRU. Included are “pipeline” programs that span elementary school through undergraduate years. In addition to traditional entry pathways to medical school, CMSRU provides alternate routes for individuals from underrepresented in medicine/disadvantaged backgrounds (see definition below) to gain acceptance to CMRSU through partnering institutions and pipeline programs. CMSRU is equally committed to the recruitment, development and retention of qualified faculty/staff from underrepresented backgrounds.

CMSRU is dedicated to providing an academic and work environment that respects the contributions, talent, and diverse experiences of all of our students, faculty and staff. Our core values include a commitment to: diversity, equity, and inclusion, mentorship, professionalism, patient advocacy, wellness, the communities we serve, and scholarship.

SCOPE: This policy applies to all applicants, students, faculty and staff of CMSRU.

DEFINITIONS:

The following groups are the focus of CMSRU’s recruitment and retention efforts to achieve mission-appropriate diversity outcomes among students, faculty, and senior administrative staff.

- Students: Hispanic/Latino/Latina/Latinx; Black/African American; and financially disadvantaged (socioeconomic status EO1 or EO2 as designated by the AAMC).
- Faculty: Hispanic/Latino/Latina/Latinx; Black/African American; women in leadership roles
- Senior Administrative Staff (Deans; Departmental Chairs; and Directors):
Hispanic/Latino/Latina/Latinx; Black/African American; women in leadership roles

PROCEDURE:

CMSRU incorporates social justice and diversity in all of its functions including admissions, student affairs, faculty affairs, academic affairs, clinical practices, curriculum, research, and community service.

The Office of Diversity and Community Affairs (ODCA) engages faculty, students, and staff to develop and maintain an environment which embraces and respects the diverse educational and larger community. It creates partnerships to establish priorities and ensures that social justice, inclusion, and cultural competence are promoted within the institution and our larger community. The ODCA collaborates with hospitals, physician practices, universities, community colleges, elementary, middle and secondary schools, nongovernmental organizations, and regional and

community organizations to develop initiatives that will further improve the healthcare experience for disadvantaged communities, such as the creation of a pipeline to medical professions and community service programs. In addition, collaborations are sought to further our commitment to diversity and decreasing health disparities in the community and surrounding region. The ODCA works with the Office of Faculty Affairs to broaden recruitment and retention efforts of diverse faculty members. The Committee for Diversity in the Learning Environment supports the efforts of the ODCA in monitoring achievement of diversity initiatives and contributes information and programming recommendations to guide the diversity strategic planning process.

To ensure diversity, the following are monitored on a regular basis as part of the CMSRU strategic planning process and continuous quality improvement:

- Progress of pipeline participants to graduation/health professions
- Recruitment, acceptances, matriculation, and retention of students from the focused diversity categories as defined above
- Recruitment, acceptances, matriculation, and retention of faculty and senior administrative staff from the focused diversity categories as defined above
- Support for diversity programs
- Faculty engagement in diversity and mentoring programs
- Diversity efforts of departmental chairs (resident recruitment, faculty recruitment and retention, faculty promotions)
- Cultural content in curriculum